

wim™

VOLUME 8 | ISSUE 1

The Official Publication of the Women in Manufacturing (WiM) Association®

IMPACT

Read about WiM's sold-out Women in Automotive (WiA) Conference on page 9!

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SUMMIT 2018

INDIANAPOLIS, IN | OCTOBER 3 - 5, 2018

Attracting hundreds of manufacturing professionals from around the country, the WiM SUMMIT is the only national conference of its kind. This three-day networking and educational event features:

- Manufacturing plant tours
- Breakout sessions
- Keynote presentations
- Roundtable discussions
- Networking opportunities

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The spring season is understood to be a time of regrowth and rejuvenation, and this has certainly proved to be true here at WiM! In the beginning of April, we jump started our FY 2018 with the addition of several programs, including the establishment of our Plant Tour Series (pg. 26) as well as an Executive Networking Group (pg. 27). Although different in nature, both of these groups serve a couple of common purposes: best-practice sharing across organizations, and of course, creating stronger, more vibrant networks.

During the Plant Tour Series, groups of WiM members will have the ability to visit some of the best-in-the-business and witness the innovative processes taking place in the plant. This year, we're slated to check out Ocean Spray in Breinigsville, PA, AGCO in Jackson, MN, and Sherwin-Williams in Portland, OR. Folks from around the country will fly in to these cities to participate, and we can't wait to meet and learn from the leadership teams who run these impressive facilities. For specific tour dates and schedules, please visit our website.

As for the Executive Networking Group, the first of its kind for WiM, that will kick off in late August in Cleveland. This initial group was created with manufacturing leaders in mind and those who are CEOs, presidents, owners, and senior executives are eligible to enroll. Group members will enjoy two in-person meetings, year-round connection via a private list serve, a series of webinars, and more. Feel free to give me a call if you would like to chat more about this opportunity to see if it may be a good fit for you!

Our National Board of Directors will be meeting with our Corporate Partnership Council (our Corporate members) in early August for the Summer Leadership Conference, and during this time, we'll discuss even more ways we can meet the needs of our members. We hope to roll out additional new programs and services throughout the year. As a friendly reminder, if you haven't had a moment to fill out our Membership Benefits Survey, please do so soon. Your input is essential to the success of our organization and we are grateful for the opportunity to be your year-round, go-to resource.

Enjoy the beautiful weather that this time of year brings us, and we'll see you this summer and fall for some of these new programs!


Allison Grealis
President, Women in Manufacturing (WiM)

 @allisongrealis

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 Women in Manufacturing



LAURA PALLAS

Quality Systems Administrator
Goodwin College



Please tell our readers a little bit about your job and what your work looks like every day.

I am currently the quality systems administrator at Columbia Manufacturing, Inc., a small aerospace manufacturer in Eastern Connecticut. My job seems to be ever changing, but my focus is on compliance to industry, customer and special process standards, such as ISO 9001 / AS9100, and Nadcap. I conduct internal audits on various processes within our organization to ensure that we are compliant with customer requirements and/or our own internal requirements. I also facilitate our management review meetings where we discuss strategic planning efforts and review

key process metrics to make sure we are on track to meet or exceed company goals and objectives. If we falter from our objectives and goals, I will initiate corrective action requests to find improvements to processes. At times I'm involved with quality improvement projects that are customer focused, I manage our internal training program, and handle customer complaints.

How did you arrive at your current position? What attracted you to a career in manufacturing?

I've always wanted to work at Columbia. My grandfather started the company in the 1980s, and when I visited Connecticut in the summers from a young age, I'd visit him at work, or sometimes come with him on the occasional Saturday. I spent a couple of summers during high school working at the family business doing data entry for various departments and answering phones. I think what drew me into manufacturing was the admiration I had for my grandfather who passed away in July of 2011, and my father, who also worked here until he retired in 2017. I'm currently attending Goodwin College for my Associate's in Quality Management Systems, with plans to obtain my Bachelor's in Manufacturing Management. Once I've completed my degrees, I can be added to the succession plan of the business.

I started full time with the company after graduating Morse School of Business in 1995. About 12 years ago I was working in production control and scheduling working with our ERP system, and when the quality clerk left employment with us, I was told on a Monday morning that I'd be spending a little time in Quality to fill that position until they found someone else. I've always shifted easily between departments. I've held positions in accounting, engineering, purchasing, supply chain management and sales as well. This would be my second go-round in the quality arena, previously I worked in Quality ballooning drawings, generating inspection reports, and a variety of other clerical-type duties. This time, it was document control and compliance, and luckily, I was able to spend a little time with the previous quality systems manager before he retired, and the position was considered mine permanently. My position has evolved with the needs of the company and changing industry standards and requirements. I've learned so much by working in all these departments, but I've learned the most in the Quality environment.

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**I THINK WHAT DREW ME
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GRANDFATHER...**

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At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector: stereotypes like the workplaces are dirty and dangerous and that the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?

I have not encountered these stereotypes since I've been at Goodwin; they're helping to promote women in manufacturing, and in fact, that's how I learned about this organization. At work, other than never being allowed to run a machine or work directly on the shop floor because my grandfather didn't feel it was appropriate, and I say this laughing, because he was so old fashioned in that manner, I can say that I've never encountered it. That could be because this place is like my second home. We're all kind of family here because we've been working together for so long. Also, our current president/CEO is a woman as well.



THERE IS NO REAL LIMITATION TO WHAT YOU CAN FOCUS YOUR CAREER ON ONCE YOU CHOOSE MANUFACTURING.



I think since Lean Manufacturing, 5S and Kaizen practices have been introduced into American manufacturing, the manufacturing environments have become much cleaner, brighter and more pleasant to be in. I honestly believe, and this is not to insult any male counterparts in anyway, that there are some jobs in manufacturing that women are better suited for, especially where multitasking and being detail oriented are concerned.

Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?

Unfortunately, I never had the opportunity to have a real mentor, though I see where that would be beneficial. We've talked about a mentoring program here, and it's been slated as a continuous improvement project for the near future.

One of the key findings in WiM's survey is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?

I know that in Connecticut we have quite a few technical high schools for kids to learn specific trades. There are a number of these schools that offer manufacturing technologies, however, there aren't many young women in the programs. All of these technical schools have open houses a couple of times a year to entice new students. Maybe WiM could investigate this and have a booth at the open houses or career fairs.

Our survey also found that the majority of women in manufacturing today would recommend the sector to young women considering career options. Would you recommend a career in manufacturing? And, if so, why?

I would absolutely recommend manufacturing to young women who are considering career options. First of all, there is no real limitation to what you can focus your career on once you choose manufacturing. You can work in accounting, human resources, sales, marketing, production control, quality, engineering, or you can be a frontline worker making the parts, work in maintenance, or on safety teams. There's just no end to the possibilities. Another reason I'd recommend the field and it's one of the reasons I love it is because it's ever changing, fast paced and exciting. And then there's the obvious to those of us already in the field—job stability and growth, and who doesn't want that?

Why did you decide to join Women in Manufacturing? How do you personally find value in WiM membership?

Before attending Goodwin College, I had honestly never heard about WiM. I was introduced to your organization by another member, Kate Bolduc. She was extremely enthusiastic about WiM and invited me to speak on a panel at Goodwin's Women in Manufacturing Summit that was held this May. The comradery in the room, the excitement and the compassion all of these women had about their jobs/careers—I was drawn in, I had to be a part of that, and I'm so glad I did. I'm looking forward to being involved in the organization and meeting likeminded, successful women.



ELIZABETH BARRY

President and CEO
Delta Systems, Inc.



Please tell our readers a little bit about your job and what your work looks like every day.

In my role as president of Delta, my primary responsibility is caring for our most important asset – our employees. On a weekly basis, I speak with all 230 employees, ensuring that I am able to assess the health of the organization from multiple perspectives. This level of understanding allows me to work with the senior management team to set the company’s strategic direction. Delta is currently executing an aggressive five-year-growth strategy that involves flawless execution at all levels of the organization. We will achieve our goals mainly due to the talent of our employees

and the open communication which is fostered and demonstrated by example.

How did you arrive at your current position? What attracted you to a career in manufacturing?

Delta is a family business, which was founded by my father-in-law, James Barry, in 1972. Prior to assuming the position of president, I served on Delta’s board for 10 years where I worked closely with my father-in-law to gain his insight into culture and strategy. I assumed the role of president in 2006 and added the title of CEO in 2007. I was attracted to manufacturing because of the product; an actual 'thing' that could be held. Prior to assuming this role, I had worked in NYC in several financial market service jobs. The level of creativity, problem solving, and collaboration at Delta far exceeds anything I saw in the service industry.

At WiM, much of our work is dedicated to refuting outdated stereotypes about the manufacturing sector: stereotypes like the workplaces are dirty and dangerous and that the field and skills required are a better fit for men. Have you encountered stereotypes like these in your education or career and how did you overcome them?

I have experienced stereotypical responses to the fact that I am a non-engineer, degreed female who is the president of a manufacturing company. Fortunately, more women are filling C-Suite positions, so I am not as alone as I once was. In my position, I have had the same senior staff team for close to 10 years, so if there were any misgivings about me being a female leader, time has erased the issue. The good news is that it is a very exciting time in U.S. manufacturing. To compete worldwide, the U.S. manufacturing community is embracing manufacturing 4.0 and lean processes. These changes are forcing an evolution of the workforce which has a higher skill level. Even when we are sourcing non-college production employees, we are seeking out those students who have been trained through a STEM program. I feel that this evolution requires more creative thinking – replacing the “just making stuff” approach that was the mantra of manufacturing decades ago. This multifaceted approach to strategy and growth is suited to women managers because, I believe, women are better at multitasking. Women are also very capable of making hard decisions and following through. I point to Mary Barra at GM who is dispensing the old manufacturing model and establishing a way forward for GM.

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Research shows that women, especially women in STEM fields, do better if they have a mentor. Has mentorship played any role in your career?

I was fortunate to have my father-in-law as my mentor. He taught me how to be a courageous leader, trust others when they have earned my trust, and be out front of challenges when they arise. I, too, have served as a mentor to women both within and outside my organization. As women have historically been kept out of the C-Suite, I think that much of the mentorship knowledge that men have does not exist for women in manufacturing. Providing new and seasoned women executives with a toolbox for mentoring will help us better foster other women as they rise through the ranks of manufacturing. I am fortunate that our local WiM Ohio Chapter is so active – it's such a great resource to connect with and learn from other women leaders.



THERE HAS NEVER BEEN A BETTER AND EASIER TIME TO SPREAD THE WORD ABOUT THE GREAT CAREERS IN MANUFACTURING.



word is getting out that manufacturing is becoming more high-tech, data-driven, and has more exciting opportunities and careers for women.

One of the key findings in WiM's survey is that there is significant overlap between what young women want in careers and the attributes of careers in manufacturing today. But the survey also found that, too often, young women are not aware of the opportunities available in manufacturing. What do you think can be done to spread the word to women about career options in modern manufacturing?

There has never been a better and easier time to spread the word about the great careers in manufacturing. The establishment of WiM has helped get the word out. For years, the industry has done little to promote it. However, STEM programs are becoming more prevalent in junior and senior high schools, and organizations like WiM and Industry 4.0 (which highlights automation and data analysis) are receiving more traction. The

Why did you decide to join Women in Manufacturing? How do you personally find value in WiM membership?

This group fills a void in my professional life. There is an isolation in being a woman and running a manufacturing company in rural Ohio. I know how to be 'one of the boys,' but there are instances where I benefit from having a perspective which comes from a place similar to mine. This interaction strengthens my professional foundation. Further, when I have questions or issues, WiM provides me exposure to skilled women who may have encountered a similar situation. I have also started to use WiM as a resource to help fill open positions.

SUBMIT A CANDIDATE TO BE FEATURED IN THE WIM HEAR HER STORY SERIES!

If you know of a fellow WiM member who would be an ideal candidate to share her story, please contact **HAYLEY MILLOY** at hmilloy@womeninmfg.org or 216-503-5700.

As a part of WiM's mission, we feature the stories of WiM members we admire who are currently working within manufacturing. Hear Her Story participants have a passion for the industry, and are interested in inspiring current and future female manufacturing leaders.

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Women in Automotive (WiA) Northern Conference
EMBRACED EVOLUTION



WOMEN IN AUTOMOTIVE (WIA) NORTHERN CONFERENCE: A SOLD-OUT GROUP OF 200+ ATTENDEES “EMBRACED EVOLUTION” IN DETROIT ON APRIL 24!

This year’s 7th annual Women in Automotive (WiA) Northern Conference took place on Tuesday, April 24 in Detroit at the Westin Book Cadillac Hotel. The conference was our largest automotive program yet, with more than 200 automotive professionals in attendance – a sold-out program! The group enjoyed presentations by keynote speakers, including Andrea Brimmer, chief marketing and public relations officer with Ally Financial, who spoke about the severed connection between creativity and marketing in the auto industry, as marketers spend less time telling the stories that tap into consumer emotions and more time focusing on data and automation. In addition to keynotes, there was an engaging panel discussion led by Cheryl Thompson, director of prototype operations with American Axle & Manufacturing, on the topic of “Women in Automotive: Overcoming Obstacles in the Automotive Industry.” Panelists included Veronica Braker with BASF, Telva McGruder with General Motors, Mary Muwwakkil with Schaeffler Group USA, Inc., and Carrie Uhl with Magna International. Attendees asked questions and panelists gave great insight on how to conquer challenges and thrive in the automotive industry.

Another interactive aspect of the conference was the Minute Mentoring® Workshop. Small groups of mentees met with a mentor for a rapid-fire advice session before moving on to the next mentor. The palpable energy in the room was infectious and participants had a wonderful time getting to know the remarkable women in attendance.

The conference was a such a success and we hope that all attendees walked away with valuable knowledge gained and an expanded network. We look forward to our next automotive program, Women in Automotive (WiA) Southern Conference, that will take place on Tuesday, October 23, 2018 in Greenville, SC. Finally, please stay tuned for details on next year’s Women in Automotive (WiA) Northern Conference!

Thank you to our generous sponsors of the 2018 Women in Automotive (WiA) Northern Conference:



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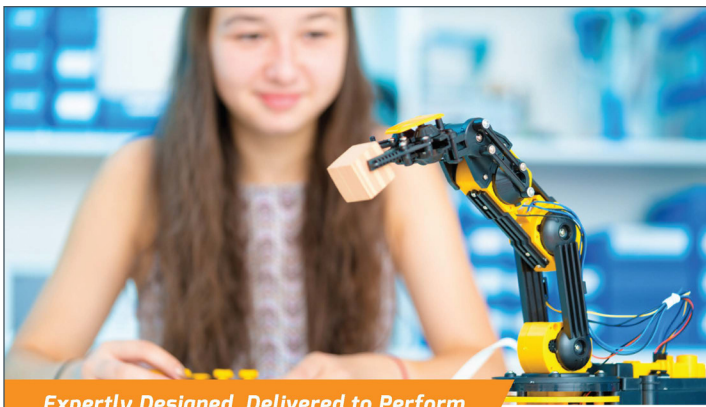
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women in automotive
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COALITION FOR WOMEN IN INDUSTRY HELD INAUGURAL MEETING: ATTENDEES ADDRESSED THE NEED TO ATTRACT, RETAIN, AND ADVANCE WOMEN IN INDUSTRY

On Wednesday, May 9 in Washington, D.C., a cohort of nearly 20 association executives and industry leaders attended the inaugural meeting of the Coalition for Women in Industry. The objective of the meeting was to bring together like-minded advocates to explore ways to collaborate, align strategies, and share best practices. Ultimately, the intent of the Coalition is to achieve a new norm in manufacturing: one in which women and men have equal power, status, and opportunity.

Participants flew into the city on the night of Tuesday, May 8, for an intimate cocktail reception at Fairmont Washington, D.C. The next morning, the meeting commenced with remarks given by Jane Seagraves with APPI Energy, the meeting’s generous sponsor, followed by current WiM Chairperson, Griselda Abousleman with Ingersoll Rand, and Allison Grealis, president of WiM. Griselda spoke about her career journey in manufacturing and her hope that the Coalition will grow to become a vibrant collective complete with representatives from all facets of the industry.

Everyone gave informal introductions and a bit of background on their respective organizations. Angela Styles, partner with Bracewell LLP, and Paul Nathanson, senior principal, Policy Resolution Group at Bracewell LLP, participated in a lively discussion about women and the manufacturing workforce. In addition, Laura Cox Kaplan, creator and host of the popular She Said/She Said podcast, and Dee Martin, co-chair, Policy Resolution Group at Bracewell LLP, had a fireside chat. As women with experience in traditionally male-dominated fields, Laura and Dee touched on triumphs and lessons learned, as well as shared tips for success.

The group chatted over lunch and we held one large roundtable discussion. One of the key takeaways from the conversation was the need to provide more opportunities for workforce development and training. We concluded the meeting with action-oriented next steps on how the Coalition can work together to meet important industry needs. Like-minded trade associations, non-profits, and organizations that have an interest in being a part of this initiative are able to join as a member of the Coalition. For more information, please contact **Christie Carmigiano** at ccarmigiano@womeninmfg.org.





WIM MEMBERS TAKE THEIR MESSAGE TO CAPITOL HILL

A delegation of WiM members shared their message about the importance of U.S. manufacturing during special meetings held in partnership with the PMA/NTMA One Voice Legislative Conference on April 17 – 18, 2018 in Washington, D.C. Conference attendees from the same state or region met with members of Congress and discussed key issues such as workforce development, trade, and taxes. The WiM group also enjoyed lunch with Congresswomen Jaime Herrera Beutler of Washington’s 3rd congressional district.

To participate in a future fly-in, please contact **Christie Carmignano** at ccarmignano@womeninmfg.org.

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CNC SOFTWARE, INC.

In an interview for the Woman and Manufacturing (WAM) podcast, WiM member Meghan West, president and CEO of CNC Software, Inc., shares valuable insight. Meghan's father founded CNC Software, the creators of Mastercam, 35 years ago. Growing up with the family business, Meghan gained a unique passion for manufacturing and first-hand perspective on trends and technologies affecting the industry.



Meghan West, President and CEO, CNC Software, Inc.

When asked about the best piece of advice from her dad, Meghan shared: "Don't limit yourself." She suggests finding out what makes you happy and then doing that.

"Own your destiny; your opportunities are the ones you create. You need to put in the effort, put in the work, and earn the respect of others to do that."

That's brought Meghan to where she is today. She speaks about her rise to leadership in the manufacturing industry, the importance of education and mentorship, opportunities within manufacturing, the need to address the skills gap, strategies to reduce the gender gap, and much more in this informative WAM podcast.

"In the U.S., manufacturing jobs are on the rise, but not enough people are skilled and educated to fill these positions. They are high-paying, great jobs for people with talent and interest in manufacturing – it's a huge opportunity."

You can learn more by listening to the podcast here: womenandmfg.com/you-have-to-work-doubly-hard-in-a-family-owned-and-operated-business/



WYOMING MACHINE, INC.

Traci Tapani, co-owner of Wyoming Machine, Inc., and Chair of the WiM Education Foundation (WiMEF), testified during a May 9, 2018 hearing held by The Congressional Committee on Education and the Workforce. The hearing examined the skills gap between high school graduates and skilled positions, especially in manufacturing. Traci discussed the skilled worker shortage and the creative solutions that she and sister, co-owner Lori Tapani, use to find and train employees. The sisters work closely with community and technical colleges, as well as high schools and even grade school children to inspire technical educations and careers in manufacturing.



Traci Tapani, Co-Owner of Wyoming Machine, Inc., and Chair of the WiM Education Foundation (WiMEF)

SOUTHWIRE

WiM Corporate member, Southwire Company, LLC, hosted a very special event on March 6, 2018 entitled, "Surviving and Thriving: Integrating Your Life and Leadership Goals," which was hosted by Southwire's Women's Network. Retired Brigadier General Dana H. Born, PhD, was the keynote speaker.

Born served in the United States Air Force for 30 years and is currently is a lecturer in Public Policy at the Harvard Kennedy School of Government. She is co-director of the Center for Public Leadership and has an extensive résumé of recognitions and career achievements.

Looking beyond her long list of accomplishments, Born's main message to attendees was to strive for authentic leadership and learn to embrace and tell one's full story, not just the positive, prominent parts. To do so, she suggests that one must understand the alignment between "Who are you?" and "Why are you?"

"Leadership is not all about being in a position of authority," said Born. "It's about your head, your heart and your actions and how they all connect to tell your story."

Attendees were also given the opportunity to take Born's learnings and apply them during a short exercise, which encouraged a thoughtful approach to how one tells his or her story.

"We have such a vibrant community, and we believe it is important that our leadership and our team at Southwire invest in inclusion and diversity. That vision led us to host Dana here today," said Nancy Richards Farese, member of Southwire's Board of Directors.

PIONEER SERVICE, INC.

WiM member, Aneesa Muthana, president and co-owner of Pioneer Service, made the front page of Crain's Chicago Business on May 4, 2018 in the article entitled "Will the need for labor help women advance in manufacturing?"

The article highlights the fact that the industry has a serious skilled worker shortage and women are now coming to forefront to claim these career opportunities. Recruiters are going out of their way to attract female talent. According to the article, some industry experts and executives say manufacturers' professed need for employees may have the potential to raise women's wages.

Fellow WiM members Kathleen Buse, president of Advancing Women in STEM in Cleveland, and Diana Peters, executive director of Symbol Training Institute in Skokie, are also quoted. You can read the full article here:

www.chicagobusiness.com/article/20180504/ISSUE01/180509933/women-in-manufacturing-face-pay-gap



Retired Brigadier General Dana H. Born, PhD, Keynotes at Southwire Company's event "Surviving and Thriving."



Aneesa Muthana, President and Co-Owner of Pioneer Service



GRISELDA ABOUSLEMAN

Vice President of Operational Excellence,
Transport Solutions NA/EMEA, Ingersoll Rand



GET TO KNOW OUR NEW 501(C)(6) CHAIRPERSON

Please tell our members a little bit about your professional background and work in the manufacturing industry.

My passion for manufacturing work started early on as I entertained several job opportunities upon college graduation. At the heart of Silicon Valley, I was surrounded by either lean and efficient, well-established companies, or promising start-ups. I proudly selected a job within the Aerospace sector, an industry in which I believed could benefit greatly from the lean manufacturing practices that I had studied in school. It was a challenge that I quickly grew excited about as I spent countless hours converting lean cells and entire manufacturing sites along with my team of lean consultants from Japan, highly dedicated associates from the shop floor, and my team of recently graduated Industrial Engineers and other operations-minded personnel at AlliedSignal Aerospace, now known as Honeywell International Inc.

I must say those first years were increasingly fun as we experienced numerous learning opportunities and impressive results at the same time. We matured the process into a standard operating system, then I moved on to work for two other companies, Flowserve and Volvo, before returning to Honeywell to continue our work on lean enterprise maturity and operating system deployment. After successfully deploying lean practices and setting up green field sites throughout Honeywell globally, I made a difficult decision to join Ingersoll Rand and its team of five operational excellence masters seeking to develop the business operating system at IR. I was ready for another full-blown enterprise transformation, and this time, with a lot more knowledge and experience under my belt! Across these four fantastic companies and within various industries, I was able to prove that lean practices work across any industry and in any environment. This is how I became obsessed with lean manufacturing and have since developed a strong desire to improve how we work and how we manufacture products across our three businesses at Ingersoll Rand.

How did you first get involved with Women in Manufacturing® (WiM)?

In June of 2015, our GISC leader for the company asked me to lead the Ingersoll Rand Women in Manufacturing group as its first IR board member. He had decided to join forces with WiM to increase the number of women leaders at the company, especially within GISC. At the time, I didn't know exactly what to expect, other than I was joining and leading a group of highly engaged leaders which were all after one mission: increasing the number of women in manufacturing or integrated supply chain roles. That was the best event that has happened to me throughout my IR career – now I could pursue my other passion, and that is to help other women achieve their goals within technical fields across the globe!

What do you wish other people knew about WiM?

I wish that everyone around the world knew about our diligent efforts and work to get more women into manufacturing and other technical fields. I firmly believe that there is a global need, and a global desire to promote, support and inspire more women leaders into such roles, and that all industries need this – we just need to connect the talent to the open roles available. WiM is the only national association that focuses on this critical need every day of the year. We need to keep true to that mission and expand our reach. I am determined to continue Sheila's goal as Chairperson, which is to increase awareness of WiM and the benefits of membership. It is a unique organization that offers a variety of benefits to its members and is inclusive of all job functions and industries.



I FIRMLY BELIEVE THAT THERE IS A GLOBAL NEED, AND A GLOBAL DESIRE, TO SUPPORT AND INSPIRE MORE WOMEN LEADERS.



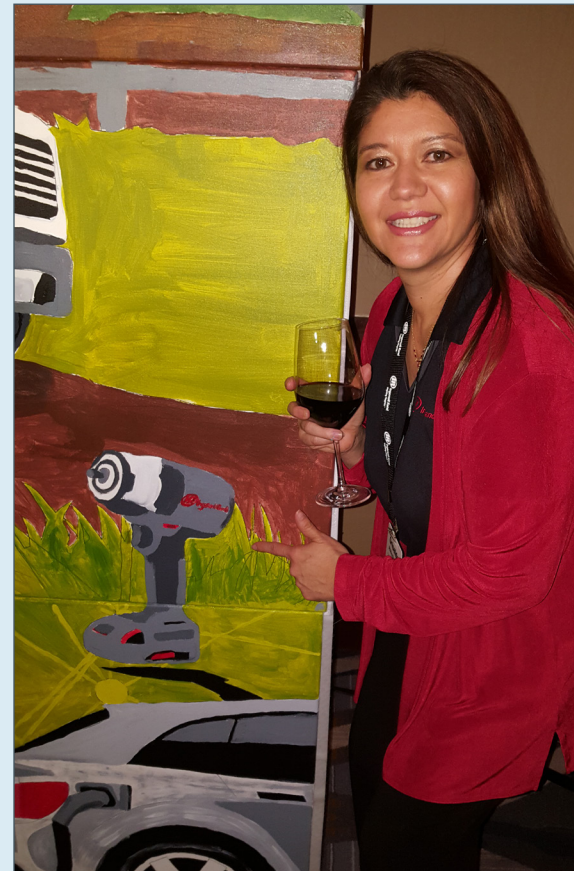
of leaders with infectious enthusiasm to increase the number of women in manufacturing industries.

Determined is the word that I would select to describe myself. My approach to life and work is to ensure success and happiness by giving anything that I set my mind to my most sincere best effort. I am fully aware that life will bring about lessons and challenges throughout my career. These are tremendous learning opportunities and I embrace them with vigor to learn and build on my life's experiences. I am determined to reach the goals that I set out for my team, for my family, and for myself. I thrive on teamwork and collaboration, which is why I am determined to see WiM achieve its most ambitious goals because we truly have no limits in what a strong, passionate group can accomplish.

My family gives me the strength and love that I need to ensure that we are all growing as a family that is helping others along the way. We support and challenge each other as we travel together for family activities, for sports tournaments and for visiting with our loved ones in Texas and New Mexico. In our younger years, I was on a competitive cheerleading team and my husband, Greg, was an avid football player. That may be the reason why we all greatly enjoy family bonding time as we cheer on the Dallas Cowboys! We've stayed true to our Texas team through all of their victories and most challenging moments. When we are not cheering for our football teams (Cowboys for NFL, Stanford Cardinal for College team) we are on the sidelines encouraging our children through their selected sports. Briana is on a competitive travel volleyball team and keeps us

If you could only use one word to describe WiM, what word would you use? If you could only use one word to describe yourself, what word would you use?

Motivating is the first word that comes to mind when describing WiM. It is exhilarating to see an entire group of men and women coming together towards a common mission! Together, leaders across all industries are uniting forces to motivate people around the globe in support of women in technical fields. WiM is motivating women to join others that share their same passion for manufacturing. It is also establishing a strong coalition of organizations that share this same passion. The most amazing aspect of this genuine motivation is the unique desire it creates in every single one of its members to do something that supports, promotes, or inspires women in male-dominated careers. The results of these actions are multiplying, and what was once a small group of women with a common interest, has now grown to a powerful network



"My two favorite things:
Wine and tools!"

on the road for about half the year while Gabriela competes in martial arts tournaments and Gregory enjoys expanding his soccer and jiu jitsu skills. Determination to play, win (or learn), and give it your best at all times runs in the family and we love sharing these moments together. It is this winning spirit, which is also quite evident in our WiM family, that enables this amazing organization to achieve its goals and members' dreams. We are gaining momentum and together, the possibilities are endless for WiM!

We conduct this interview one year from now celebrating what a great term it's been for you in this role, what did we achieve together?

I am a firm believer that any organization of this size grows through the courage and efforts of its dedicated members. I commit to lead WiM to ensure that we are empowering our members to learn, network, support and inspire each other. It is my hope that over the next year, WiM is well-known across all industries throughout the manufacturing sector on a global scale. Together, we will celebrate the success of our programs as measured by the number of women fulfilled by the learnings. I expect that we will expand our network by growing our membership to established target levels by WiM's leadership. Most importantly, I want to see our members smiling, sharing, learning, networking and helping other women around them. The power of women is incredible, and when we come together, we are able to help others succeed in their chosen field, regardless of the challenges around them. This will require expanded programs and a broader network, and I know that WiM has the right leadership and membership to make that happen.



"My youngest daughter, Gabriela, starting early in STEM. In this photo, she's showing me her Minecraft creation on the computer."

What do you believe is the most important WiM initiative?

Our most important initiative is to stay true to our mission – we must continue to support, promote, and inspire women in manufacturing careers. Beyond just words, we need to make this actionable. We each need to identify at least two other women that we are actively working with to mentor, sponsor, support and inspire, whether that is getting them into a manufacturing, technical, or supply chain related role, or helping them advance in their current career path. We might feel that we are doing this, but the women you have identified with set potential may not know it. It is important to let them know, as I believe that some may lack confidence or may not be fully aware of their own potential. Our own confidence in others will instill confidence in themselves. WiM is currently about 1,100 members strong. Can you imagine what we could do if each of us multiplied ourselves by two or even three-fold? There is a sheer power in numbers, and although slow, we are clearly growing in the number of women in the manufacturing workforce. We must actively work together across all industries to multiply ourselves at a much faster pace going forward. The manufacturing sector needs us.

What might (someone) be surprised to know about you?

Most people are surprised that I am a decent golfer. My job has required an intense travel schedule since my children were young. Briana was my little travel partner at the age of three when we traveled together to my various job locations. I was determined to continue my career and still be a good mom after my divorce, and that meant that my little one had to explore and join in mommy's career adventures. My work responsibilities have varied from 30-80% travel since that time, and I had my other two children while I was traveling globally for my previous employer. Of course, to endure such a schedule requires an amazing husband that is willing to be Mr. Mom and Mr. Dad while I am on the road. This amazing man is the one who joined me in my golf outings back when I was younger and able to join various golf leagues on a weekly basis. Greg and I have had fun times on the golf course, and to me, golf is like riding a bike. Although people laugh when I say that, as some of you may know, it is a challenging and frustrating sport. Even though I only get to do it a couple times a year now, after a few holes, it all comes back and I have been able to take various awards at our Ingersoll Rand annual golf tournament – closest to the pin and longest drive... as a team, we've been first or second place the last couple of years. Not bad for going to hit some balls the week before the tournament and then improvising and trying to do my best across 18 exciting holes of golf during the tournament.



**MANUFACTURING
IS AN AMAZINGLY
FUN PLACE TO SPEND
YOUR TIME.**



Is there any advice you would give to a woman who is just starting her manufacturing career?

Manufacturing is an amazingly fun place to spend your time. It is challenging. It is rewarding. It is cool, and it is a place where you get to start with some raw material – whatever it is...and then watch it transform before your eyes into something useful for society! How cool is that?! There is also a great sense of teamwork and comradery that comes with working in manufacturing. You get to work with others to complete a high-quality product no matter what your role in that manufacturing process is. Whether you are designing the product or the process to manufacture, or in a support role to ensure the manufacturing process delivers a good quality product on time, you are doing a critical function to ensure timeliness to customers. They in turn buy more products and with increased customer

satisfaction, we can sell more, make more, and ultimately grow how many of us are required to keep up with that demand!

A career in manufacturing will not always be easy, but there is always a lot of help to get you through any obstacle you might encounter. You need to surround yourself with others like you that are looking for that dream job. You will also need supporters, advocates who believe in you and who will help you get through challenging times. Be sure to seek them out, use their wisdom, experience, and advice. They will get you through. Currently men do outnumber us in the manufacturing world, but it doesn't have to be that way. Both men and women have tremendous talents

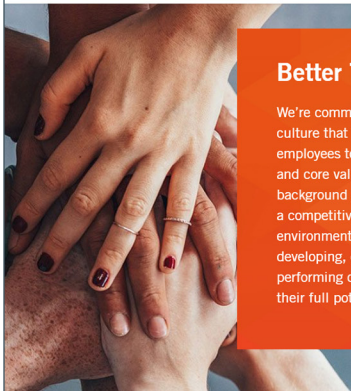
and abilities and when we come together with common goals and purpose – we accomplish what we once thought was not possible. Keep at it, keep your head up high, stay strong and enjoy it! That is what I'd like to say to all women in manufacturing, especially if you're just starting your manufacturing career. You're in for an amazing ride!



"Here's me and my husband, Greg, at a New Year's Eve celebration. He's my trusted partner and most awesome supporter."



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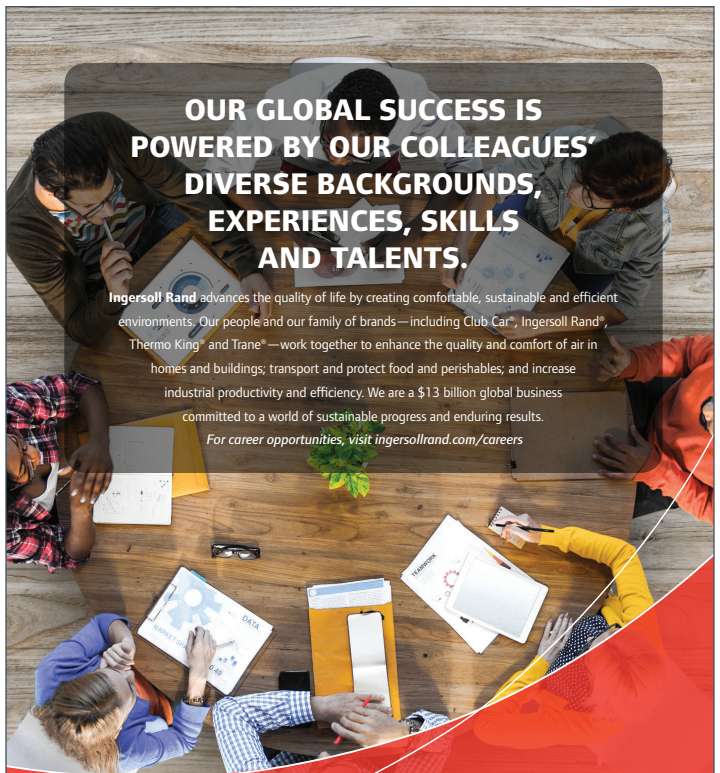
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WIM IS PLEASED TO ANNOUNCE THE ELECTION OF 20 MEMBERS TO ITS 2018 BOARD OF DIRECTORS



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Engineer, Lockheed Martin, Washington, DC.

FIRST-TERM MEMBERS OF THE 2018 WIM BOARD ARE:

- **LEAH CURRY**, Vice President of Manufacturing, Toyota Motor Manufacturing of Indiana, Princeton, IN
- **ERIKA FERRELL**, Director, IT, Sub-Zero Group, Inc., Madison, WI
- **KATIE KELLEY**, Vice Chair, Commercial Banking, BMO Harris Bank, Minneapolis, MN
- **LYNN KIER**, Vice President, Communications and Marketing, Schaeffler Group USA, Inc., Fort Mill, SC
- **AMY MEYER**, Vice President, Technical Services, Kohler, Sheboygan, WI
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- **BILL SMITH**, President, Termax Corporation, Lake Zurich, IL
- **VERONICA BRAKER**, VP, Operations Performance Materials NA, BASF, Wyandotte, MI
- **BILL GOOD**, Vice President Supply Chain, GE Appliances, a Haier Company, Louisville, KY



I am excited to welcome the newest members of the WiM Board of Directors. Their diverse industry experience and outstanding leadership skills will be an asset to our organization. I applaud their passion to manufacturing and their commitment to WiM's mission to support, promote and inspire women in this industry."

- ALLISON GREALIS, WIM PRESIDENT

BOARD MEMBERS SERVING THEIR 2ND AND 3RD TERMS INCLUDE:

- **KARLA AARON**, President, Hialeah Metal Spinning, Inc., Hialeah, FL
- **SHEILA LAMOTHE**, Vice President of Strategic Initiatives, Goyer Management International, Lakewood Ranch, FL
- **SUSANNE LAUDA**, Director, Global Advanced Manufacturing Technology, AGCO Corporation, Atlanta, GA
- **BERNADETTE PALUMBO**, VP, Human Resources Operations, BASF Corporation, Newark, NJ

WE THANK OUR OUTGOING MEMBERS OF THE WIM BOARD FOR THEIR OUTSTANDING SERVICE TO THE INDUSTRY:

- **UNA LAURICIA**, Senior Intellectual Property Attorney, Eaton Corporation, Cleveland, OH
- **ANNE ROSS**, Partner, Foley & Lardner LLP, Madison, WI
- **MATT SCHUPP**, Sr. VP, Human Resources, Global Supply Chain, The Sherwin-Williams Company, Cleveland, OH
- **SABRINA WEAVER**, Finance Director, Owens Corning, Toledo, OH
- **CATHERINE WERNER**, Global Environmental, Health and Safety Leader, GE Appliances, a Haier Company, Louisville, KY
- **TONYA JACKSON**, Chief Supply Chain Officer, Lexmark International, Inc., Lexington, KY

To view board biographies, please visit our website.



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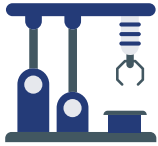
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WIM LAUNCHES NEW PLANT TOUR SERIES OCEAN SPRAY, AGCO, AND SHERWIN-WILLIAMS CONFIRMED AS 2018 HOSTS

WiM will continue its commitment to providing year-round support to women in the manufacturing industry with the launch of the new WiM Plant Tour Series. The 2018 series will consist of three total tours at different WiM Corporate member facilities. Each tour will include a roundtable discussion or a presentation given by the facility's leadership, as well as a networking dinner.

The organizations were sourced and selected based upon the unique output of each location, taking into consideration their exceptional products, processes, and leadership teams. On the agenda this year is Ocean Spray's Lehigh Valley Facility in Pennsylvania, AGCO's Engineering Center in Minnesota, and Sherwin-Williams' Portland Purdy Facility in Oregon.



Formed in 1930, Ocean Spray is a vibrant agricultural cooperative and the world's leading producer of cranberry juices, juice drinks and dried cranberries. "Ocean Spray's heritage and history begin with our cranberry farms, and it's our employees' innovative spirit that continues to drive our beloved brand and products forward," said Tim Noud, Lehigh Valley Plant Director. "What you find at our Lehigh Valley facility is consistent across all our locations: an unwavering commitment to quality, cutting-edge food and beverage manufacturing technology, and a dedicated team of caring employees."



Founded in 1990, AGCO is a global leader in the design, manufacture and distribution of agriculture equipment and solutions and supports more productive farming through its full line of equipment and related services. "AGCO Jackson's culture develops passionate employees with the ability and opportunity to create and innovate," said Peggy Gulick, Director, Business Process Improvement. "Industry 4.0 and IoT solutions can be seen throughout the plant, including Google Glass wearable technology."



The Sherwin-Williams Portland site has been producing the finest quality Purdy brand painting tools for over 90 years. One-hundred percent of their paint brushes are handcrafted by skilled brush makers. "We are immensely proud of the diversity at Purdy. The diversity of thought has created a strong Kaizen culture," said Sharon Vasher, Plant Manager. "There isn't a day that goes by where our employees aren't thinking about and taking action to improve processes, reduce waste, and provide the highest quality to our customers."

HERE'S THE 2018 SCHEDULE:

OCEAN SPRAY | July 31 - August 1, 2018 | Breinigsville, PA

AGCO | September 11 - 12, 2018 | Jackson, MN

SHERWIN-WILLIAMS | November 13 - 14, 2018 | Portland, OR

WiM members will see innovation in action, share best practices, build relationships with peers, and bring back valuable ideas and insight to their organizations. Each tour has a limited capacity, so secure your spot on a tour by visiting the WiM website at www.womeninmanufacturing.org/plant-tour/default.asp.



EXECUTIVE NETWORKING GROUP ENABLES WIM MEMBERS TO SHARE INFORMATION AND IDEAS YEAR-ROUND

Year-round networking is an incredibly valuable tool and benefit of being a WiM member, and for the first time, WiM will facilitate this via an exclusive Executive Networking Group designed for senior executives, presidents, owners, and CEOs.



CEOs, PRESIDENTS AND SENIOR EXECUTIVES NETWORKING GROUP

Members who participate in this intimate forum will exchange ideas and best practices with peers from around the country. The group will meet twice annually at various locations and have access to a private list serve for communication in-between these meetings.

The group will cap at around 15 people and these individuals will help determine the direction of the group – i.e. what topics are most important to them, what information they'd like to learn and share, etc. For example, the group could have a mutual interest in creating and sustaining a strong talent pipeline, and from there, the dialogue will adapt depending on the specific needs of the group members. This will also apply for other member benefits, including webinars that will be held throughout the year.

The first meeting for the group will be on August 28 – 29, 2018 in Cleveland, OH. The meeting will feature a networking dinner, plant tour, and roundtable discussion. Please visit the WiM website at www.womeninmanufacturing.org/senior-executives/default.asp or contact **Lisa Tarcy** at ltarcy@womeninmfg.org for more information.



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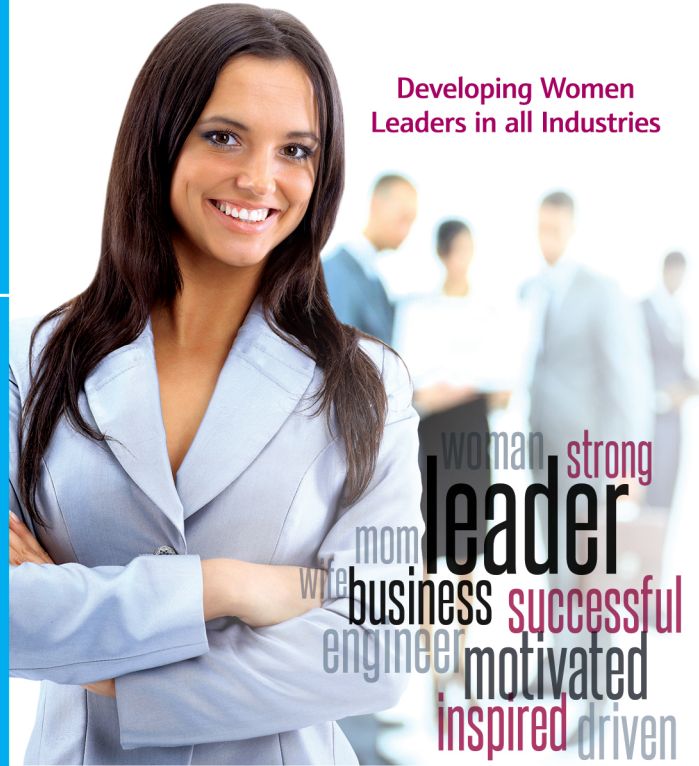
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TRANSFORM YOUR TALENT: ENROLL YOUR EMPLOYEES IN WIM'S MANAGEMENT DEVELOPMENT PROGRAM (MDP)

Do you have stellar employees that you plan to promote to managerial positions in the future?

Are there newly-appointed managers, supervisors, or team leaders within your organization that would benefit from management training?

Is your company interested in making an investment in its future by providing valuable training to its leaders of tomorrow?

If you answered **"yes"** to any of the questions listed above, then the Women in Manufacturing (WiM) Management Development Program (MDP) is the training solution that you are looking for! The MDP provides new and aspiring supervisors, managers, and team leaders who have three or less years of experience with training to develop skills that are necessary for managerial success.

Through a series of webinars and in-person meetings, the following topics will be covered:

- Navigating Difficult Conversations
- Coaching for Performance
- Finance for the Non-Financial Manager
- Practical Project Management
- Dynamic Presentations
- View the full list of topics on WiM's website

Class begins on September 24, 2018 and graduation is on November 13, 2018. Each class is capped at no more than 30 participants to promote comradery and community.

Please contact **Lisa Tarcy** at ltarcy@womeninmfg.org with any questions.



LEARN MORE ABOUT WiM'S NEW MEMBERSHIP STRUCTURE

As of April 1, 2018, WiM's membership structure has been modified. WiM now offers four distinct categories of membership (instead of three) and they are Student, Professional, Professional Plus, and Corporate.

WiM is unique as the association supports both individuals and organizations. Individuals may join as either a Student, Professional, or Professional Plus member, and organizations may join as a Corporate member.

STUDENT S

WiM has a select group of members at all age levels who are currently pursuing their education in a manufacturing-related field.

\$35 ANNUAL RATE

PROFESSIONAL P

Individuals who work within the manufacturing industry or work directly with manufacturers are eligible to join as a Professional member.

\$135 ANNUAL RATE

PROFESSIONAL PLUS P+

Those individuals who supply services to the manufacturing industry may opt-in to Professional Plus membership and receive additional benefits that Professional members do not receive.

\$500 ANNUAL RATE

CORPORATE C

Corporate members are considered to be strategic partners of WiM and they receive numerous benefits, including the ability to enroll an unlimited number of their employees into their membership.

\$2,000 - \$5,000 ANNUAL RATE
(dependent on company size)

Benefits and enrollment rates vary depending on which membership best suits you and your organization. To view the entire list of benefits and learn more, visit www.womeninmanufacturing.org/membership/default.asp.



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LUNCH N' LEARN

WiM Arizona held a Lunch N' Learn event on March 13 for 20 - 25 students enrolled or interested in enrolling in manufacturing programs at local Tucson high schools. Students watched a WiM webinar and heard from two guest speakers on the expansion of manufacturing, aviation and technology in curricula and the expansion of STEM learning opportunities for women.

BREAKFAST & KEYNOTE SPEAKING EVENT

On June 14, WiM Arizona hosted a breakfast and keynote speaking event. Attendees enjoyed a light breakfast, followed by a presentation featuring Katie Schwartz, Optical Research Engineer at Edmund Optics' Tucson office. Katie discussed her work in designing and drafting various optics and opto-mechanical systems for stock and custom applications.



NOCO MANUFACTURING TRADESHOW

WiM Colorado Chapter leaders staffed an exhibitors table at the largest manufacturing trade show in Northern Colorado on April 12. The event featured over 100 exhibitors, a speaker hall featuring industry leaders and manufacturing forums, and a B2B networking reception.

WOLF ROBOTICS TOUR

WiM Colorado headed to Northern Colorado for an event at Wolf Robotics on June 21. Wolf Robotics is on the cutting edge of integrated robotic solutions for welding, material handling of large parts, finishing, preheat, cutting, and more. The event included a breakfast and a presentation from multiple teams and leaders from within the organization, followed by a plant tour during peak production hours.



FASHION & FINANCE EVENT

On April 19, WiM Connecticut held a Fashion & Finance event at Lord & Taylor. The event included a light dinner followed by speaking presentations. Ginger Burr of Total Image Consultants shared on how to create a capsule wardrobe and offered fashion tips and feedback. Attendees also learned about financial strategies with finance experts from People's United Bank.



TEAMBUILDING & NETWORKING EVENT

WiM Connecticut arranged for a Teambuilding & Networking event at The Adventure Rooms on June 28. Each team had 60 minutes to solve a puzzle, such as finding your way out of a nuclear test lab to working undercover to bring a thief to justice. The activities offered an opportunity to foster relationships and test teambuilding skills. Afterwards, attendees gathered for a happy hour at a nearby restaurant.



PLANT TOUR SERIES

WiM Georgia hosted an intimate plant tour series, starting at Finishing Dynamics manufacturers on March 7. The event featured a tour of the Finishing Dynamic's plant, where architectural aluminum products and steel are manufactured. Following the tour, the group headed to lunch at a nearby restaurant. After lunch, attendees visited GMT International, a manufacturer of rubber components, including shock absorbers. Part two of the series was held at Grenzebach

Corporation on March 16. The sold out event included a tour of the facility, where the group learned about automated guided vehicles and their ever-growing role on the shop floor.

LOCAL VOLUNTEERING

WiM Georgia recently partnered with local organizations for volunteer opportunities. Throughout the month of May, the Chapter participated in the Supply Chain 101 and the Lemonade Supply Chain event led by APICS Atlanta. This initiative addressed the skills gap by engaging elementary students in Georgia about end-to-end Supply Chain opportunities & careers. Volunteers led students in an interactive, hour-long exercise to get them excited about the industry.



SPEED NETWORKING EVENT

On March 1, WiM Illinois hosted a speed networking event at a local winery and restaurant. The event offered a fantastic opportunity to connect with local manufacturing professionals and form meaningful business relationships.

CAT - I GLASS MANUFACTURING TOUR

WiM Illinois visited Cat-I Glass Manufacturing on June 6, one of the largest technical flat-glass fabricators in North America, which traces its roots back to Elgin Precision Glass (EPG). The event included a breakfast and presentation by Phil Jaynes, Vice President Production, followed by a tour of the facility.



WIMPACT SERIES - PART 1

WiM Indiana presented part one of their WiMPact series, "WiMPact: Helping Women Connect through Networking" on May 9. The event featured presentations from the Latinas Welding Guild, and Major Tool & Machine shared on their training programs and how they support women within their organization. Attendees also enjoyed appetizers, beer, wine, and non-alcoholic drinks while roaming the awesome RUCKUS Makerspace site.

WIMPACT SERIES - PART 2

On June 12, WiM Indiana hosted part two of their WiMPACT series, "Helping Organizations Build Diverse Talent." The event included breakfast and a panel discussion on recruiting, onboarding, and the retention of employees to help human resource and operations managers hire, train, and retain loyal, productive employees.



DANA INC. TOUR

On March 27, WiM Kentucky hosted the "Dana Inc. Tour & Self Promotion Strategies" event. The event featured a presentation on how to develop the confidence and skills to create empowering conditions in your current position and a positive outlook for your future as a manufacturing leader. Following the presentation, attendees toured the Dana Inc. facility and networked with other like-minded WiM members and professionals in the manufacturing industry.



MASSACHUSETTS
chapter

MANUFACTURING MEETUP & GRAND OPENING

WiM Massachusetts invited members and those interested in learning about the Chapter to join them at two local events in April and May: The Boston Manufacturing Meetup, and Greentown Labs Grand Opening and DEMO Day. WiM Massachusetts partnered with the Massachusetts chapter of the American Rosie the Riveter Association and IDC for the Meetup to celebrate National Rosie the Riveter Day, which featured a panel discussion and the opportunity to network. On May 9, Chapter leaders headed to the Greentown Labs Grand Opening and DEMO Day. The event showcased cutting-edge technology and innovation from across the cleantech and energy sectors, and keynote speakers for the ribbon cutting program included Massachusetts Governor Charlie Baker, Massachusetts Lieutenant Governor Karyn Polito, senior leaders from Shell, Saint-Gobain, BASF, and more.

MEET & GREET EVENT

WiM Massachusetts hosted a Meet & Greet with Allison Grealis, president of WiM, following the Additive Manufacturing Symposium in Boston on June 18. Chapters leaders shared plans for the upcoming months and attendees also had time to network before and after Allison's presentation on the "State of Women in Manufacturing."



MICHIGAN
chapter

DETROIT DIESEL TOUR & TALK

WiM Michigan's Tour & Talk series headed to Detroit Diesel Corporation's manufacturing facility on March 19. Joined by key functional leaders and top female executives at DD, attendees were led through a campus tour where they witnessed engine, transmission and axle assembly, and learned about on-the-job training by utilizing training islands and safety best-practices. The event ended with a discussion on self-exploration, and ideas and best practices for all manufacturing women from the shop floor to the C-Suite.



MASSACHUSETTS



MICHIGAN - Detroit Diesel Tour & Talk

WIA AFTERGLOW HAPPY HOUR

Following the Women in Automotive Northern Conference in Detroit on April 24, WiM Michigan hosted an Afterglow Happy Hour for end-of-day networking to close out the conference.

WEST MICHIGAN REGIONAL LAUNCH

WiM Michigan traveled to the Grand Rapids area for a West Michigan Regional Launch Party on May 16. This networking event allowed WiM members and those interested in WiM to connect and learn more about WiM and WiM Michigan Chapter activities.

SW NORTH AMERICA TOUR & TALK

WiM Michigan continued the Tour & Talk series with a trip to SW North America on June 6. Speakers discussed the relevance of apprenticeship programs in a tough labor market, how registered apprenticeship programs work, college vs. apprenticeship, and the skills gap in the United States. Afterwards, attendees toured SW North America's new facility and learned about SW's German apprenticeship program.



PROTOLABS TOUR

In collaboration with SAE Twin Cities Section, WiM Minnesota held a tour event at Protolabs' manufacturing facility on February 27. Attendees learned about how rapid prototyping and production parts help accelerate the product development cycle. Following the presentation, the group was led through a tour of the manufacturing facility.



LIVING LEAN AT DEERE-HITACHI

WiM North Carolina hosted Living Lean at Deere - Hitachi, a plant tour and lunch event, at John Deere-Hitachi on April 11! Attendees learned how John Deere-Hitachi used lean methodologies to design a new factory, and saw lean fundamentals in action during a factory tour. After the tour, the group listened to a panel discussion focused on career development with senior John Deere and Deere-Hitachi leaders.

WELLNESS EVENT

Following Women's National Health Week, WiM North Carolina visited Gracie Lake Norman Jiu-Jitsu for a Jiu-Jitsu Wellness Event on May 22! The event included a hands on self-defense class, where participants learned body movements as well as mental preparation to use during an encounter.



PENNSYLVANIA



MICHIGAN - SW North America Tour & Talk

OHIO
chapter

2018 TAX REFORM EVENT

On March 6, WiM Ohio hosted the 2018 Tax Reform event, sponsored by CliftonLarsonAllen. The event included presentations on exploring enhanced cost recovery for businesses, unexpected benefits for fiscal year-end C-Corporations, how individual deduction changes will impact you, and the state impact of federal changes.

AMERICA MAKES TOUR & TALK

WiM Ohio traveled to Youngstown for a Tour & Talk at America Makes on May 23. Keynote speakers from Youngstown Business Incubator and America Makes presented on additive manufacturing. Attendees toured the America Makes facility and enjoyed a light lunch and networking reception.

RECRUITING & RETAINING WOMEN IN MANUFACTURING

In conjunction with Cuyahoga Community College's Manufacturing Technology Center of Excellence, WiM Ohio held a networking reception and panel discussion on "Recruiting and Retaining Women in Manufacturing." Industry leaders shared on workforce development concerns and opportunities for women in manufacturing.

OREGON
chapter

CHAPTER LAUNCH PARTY

WiM Oregon celebrated its official launch at their Chapter Launch Party on March 22! Chapter leaders and attendees were joined by Allison Grealis, president of WiM, who shared about the work WiM does in supporting women across the manufacturing industry. The event was a great opportunity for local female manufacturing professionals and students to engage and network with women who have experience working in and

with the manufacturing sector.

WORKSHOP & NETWORKING EVENT

WiM Oregon hosted a mini Workshop and Networking event on June 27. At the workshop, Renee Eaton, WiM Oregon Chair, facilitated a session where participants completed the Kolb Learning Style Inventory and explored how their preferred learning styles impact their approaches to problem solving, communication, conflict and team effectiveness.

PENNSYLVANIA
chapter

WENDELL AUGUST FORGE PLANT TOUR

WiM Pennsylvania held a plant tour event at Wendell August Forge on April 24. Chapter leaders shared Chapter updates and their plans for this year. Afterwards, attendees were led through a tour of the Wendell August Forge facility and learned about the history of the company.

LORD CORPORATION PLANT TOUR

WiM Pennsylvania's plant tour took place on June 28 at LORD Corporation, a diversified technology and manufacturing company developing highly reliable adhesives, coatings, motion management devices, and sensing technologies that significantly reduce risk and improve product performance. Presenters discussed their advocacy for the Women in Business employee initiative at LORD's Erie facility, as well as other initiatives that engage the interest of students, especially girls in STEM education and careers.

A WARM WELCOME TO OUR PROFESSIONAL PLUS MEMBERS

This special category of membership is for those individuals who supply services to the manufacturing industry, whether that be consulting work, accounting and finance services, legal services, or many others. Service providers may opt-in to Professional Plus membership and receive additional benefits that Professional members do not receive. WiM members, if you're looking for a service, please look to our Professional Plus members!

- **HEATHER BADOWER**, Industry Marketing Manager, Manufacturing, Kronos, Inc.
- **MARCIA COULSON**, President, Eldon James Corporation
- **TAMMY INCAPREO**, Vice President, Assurance Agency
- **MARISSA LIEB**, Audit Senior Manager, Mazars USA LLP
- **CRYSTAL LUSK**, Chief Operating Officer, Connectology
- **DIANN NELSON**, Manufacturing Leader, WL Gore and Associates
- **SUELLEN OSWALD**, Principal, Jackson Lewis
- **JEN SPIEGEL**, Executive Recruiter, Connectology
- **MARYKAY STOBER**, Vice President of National Sales, Premier Employee Solutions
- **ROXANA SVENSSON**, Executive Search Director, Stanton Chase
- **KYLENE ZENK**, Director, Industry Marketing, Kronos, Inc.



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Magna International is proud to sponsor the 7th annual Women in Automotive Northern Conference and support WiA in their dedication to providing year-round support to women who have chosen a career in the manufacturing industry.

Together we can make it possible.



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NEW CORPORATE MEMBERS



SCHEDULE

Six webinars will be produced over the course of the 2018 series.

UPCOMING WEBINARS:

- **July 26, 2018:** *Fostering Innovation in Your Workplace: A Six-Step Process*
- **September 27, 2018:** *Dynamic Communication: Strategies for Achieving Buy-In*
- **October 31, 2018:** *Self-Promotion for Career Advancement: Communicating Your Strengths*
- **December 6, 2018:** *Common Workplace Challenges You Face Everyday*
- **February 7, 2019:** *Creating an Intentional Culture on Your Team*
- **March 7, 2019:** *The Power of Personal Awareness and Assertiveness*

Due to Arconic Foundation's generous support, the Virtual Learning Series is a free WiM membership benefit. Please visit the WiM website for more information and to register for a learning opportunity.

Supported by



UPCOMING EVENTS

WIM ILLINOIS SUMMER SOCIAL EVENT

Thursday, July 26, 2018
Palatine, IL

CAR MANAGEMENT BRIEFING SEMINARS

Monday – Thursday, July 30 – August 2, 2018
Traverse City, MI

PLANT TOUR SERIES: OCEAN SPRAY

Tuesday – Wednesday, July 31 – August 1, 2018
Breinigsville, PA

3RD ANNUAL SUMMER LEADERSHIP CONFERENCE

Monday – Tuesday, August 6 – 7, 2018
Schaumburg, IL

WIM ILLINOIS EIQ LUNCHEON WITH VALLEY INDUSTRIAL ASSOCIATION

Friday, August 17, 2018
Geneva, IL

WIM GEORGIA DAY OF SERVICE AT VEO ATLANTA

Saturday, August 18, 2018
Atlanta, GA

WIM INDIANA NETWORKING ON THE DECK EVENT

Wednesday, August 22, 2018
Indianapolis, IN

CEOS, PRESIDENTS, AND SENIOR EXECUTIVES NETWORKING GROUP MEETING ONE

Tuesday – Wednesday, August 28 – 29, 2018
Cleveland, OH

NEW MEMBER LIST

AS OF JULY 23, 2018

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Volkert Precision Technologies Inc.

AMY ABO
Kaman Aerospace Corporation

STACEY ACKLIN
Harsco Rail

NANCY ADAMS
Michelin North America-
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JENNA AGUILAR
Modern Forge Indiana

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